



# Australian Bureau of Statistics

## 6248.0.55.002 - Employment and Earnings, Public Sector, Australia, 2012-13

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## Summary

### Main Features

#### KEY FIGURES

	Employees June 2013 '000	Cash wages and salaries 2012-13 \$m
Commonwealth Government	248.5	19 724.5
State Government	1 450.2	103 237.7
Local Government	192.5	10 824.1
<b>Total Public Sector</b>	<b>1 891.3</b>	<b>133 786.2</b>

#### KEY POINTS

- In June 2013 there were 1,891,300 public sector employees. There were 248,500 employees in Commonwealth government, 1,450,200 in state government and 192,500 in local government.
- In 2012-13, the total cash wages and salaries for the public sector was \$133,786.2m.

#### REVISIONS

Revisions have been made to the June 2012 employment and the 2011-12 cash wages and salaries data. These revisions are reflected in Tables 1, 2 and 3, and the associated time series spreadsheet.

#### INQUIRIES

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070.

## Tables

### 1. PUBLIC SECTOR EMPLOYEES, Level of government - States and territories

	June 2012				June 2013			
	Commonwealth '000	State '000	Local '000	Total '000	Commonwealth '000	State '000	Local '000	Total '000
New South Wales	55.1	r452.8	r57.3	r565.3	55.7	451.7	56.8	564.1
Victoria	45.2	r328.6	50.6	r424.3	44.0	332.7	52.4	429.1
Queensland	31.0	302.5	40.6	374.1	28.6	289.7	40.3	358.6
South Australia	14.6	r111.6	11.0	r137.2	15.7	113.7	10.5	140.0

Western Australia	12.4	165.4	23.4	201.3	11.9	172.2	24.9	209.0
Tasmania	5.0	38.8	3.7	47.5	5.1	39.5	4.4	49.0
Northern Territory	5.0	24.8	3.2	33.1	4.9	25.2	3.2	33.3
Australian Capital Territory	81.7	24.8	..	106.4	82.7	25.5	..	108.2
<b>Australia</b>	<b>250.0</b>	<b>r1 449.3</b>	<b>r189.9</b>	<b>r1 889.2</b>	<b>248.5</b>	<b>1 450.2</b>	<b>192.5</b>	<b>1 891.3</b>

.. not applicable  
r revised

## 2. PUBLIC SECTOR CASH WAGES AND SALARIES, Level of government - States and territories

	2011-12			2012-13				
	Commonwealth \$m	State \$m	Local \$m	Total \$m	Commonwealth \$m	State \$m	Local \$m	Total \$m
New South Wales	r3 883.5	r31 925.4	r3 260.3	r39 069.2	4 172.4	33 052.6	3 294.7	40 519.7
Victoria	r3 340.4	r21 021.7	2 428.1	r26 790.2	3 393.2	21 883.2	2 607.4	27 883.8
Queensland	r2 108.9	21 311.2	r2 642.2	r26 062.2	2 070.6	21 433.6	2 716.8	26 220.9
South Australia	1 085.1	r7 446.6	r639.9	r9 171.6	1 222.2	7 768.2	607.7	9 598.0
Western Australia	834.6	11 509.8	1 103.0	r13 447.5	820.5	12 415.6	1 236.6	14 472.7
Tasmania	322.8	2 874.6	181.5	3 378.9	344.6	2 842.2	216.7	3 403.5
Northern Territory	320.7	1 832.7	140.1	2 293.5	335.0	1 967.8	144.2	2 447.0
Australian Capital Territory	7 063.9	1 737.8	..	8 801.7	7 366.0	1 874.5	..	9 240.5
<b>Australia</b>	<b>r18 959.8</b>	<b>r99 659.9</b>	<b>r10 395.2</b>	<b>r129 014.9</b>	<b>19 724.5</b>	<b>103 237.7</b>	<b>10 824.1</b>	<b>133 786.2</b>

.. not applicable  
r revised

## 3. PUBLIC SECTOR EMPLOYEES AND CASH WAGES AND SALARIES, Industry

	Employees		Cash wages and salaries	
	June 2012 '000	June 2013 '000	2011-12 \$m	2012-13 \$m
Electricity, gas, water and waste services	r62.1	61.6	r5 971.0	6 137.8
Construction	7.9	6.1	r627.8	535.3
Transport, postal and warehousing	102.3	99.0	7 520.7	7 466.0
Information media and telecommunications	13.0	14.1	981.1	1 160.0
Financial and insurance services	r14.0	14.1	1 279.6	1 289.0
Rental, hiring and real estate services	5.8	4.9	412.2	369.1
Professional, scientific and technical services	28.2	27.2	2 336.1	2 339.4
Public administration and safety	603.9	602.8	r42 845.5	44 651.2
Education and training	586.6	595.0	35 108.8	36 059.7
Health care and social assistance	r431.7	433.9	r30 011.0	31 807.0
Arts and recreation services	16.3	16.4	810.0	839.9
Other industries(a)	17.3	16.2	r1 111.1	1 131.8
<b>All industries</b>	<b>r1 889.2</b>	<b>1 891.3</b>	<b>r129 014.9</b>	<b>133 786.2</b>

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(a) Includes Agriculture, forestry and fishing, Mining, Manufacturing, Wholesale trade, Retail trade, Accommodation and food services, Administrative and support services and Other services.

## About this Release

Contains estimates of number of public sector employees and cash wages and salaries by level of government by state. Also contains estimates of number of public sector employees and cash wages and salaries by industry for Australia.

# Explanatory Notes

## Explanatory Notes

### EXPLANATORY NOTES

#### INTRODUCTION

**1** This publication contains estimates of public sector employees and cash wages and salaries obtained from the annual Survey of Employment and Earnings (SEE).

#### CONCEPTS, SOURCES AND METHODS

**2** The conceptual framework used in SEE aligns closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts and structure of Australia's employment and earnings statistics, and the sources and methods used in compiling these estimates, are presented in Labour Statistics: Concepts, Sources and Methods, 2013 (cat. no. 6102.0.55.001).

**3** Estimates of employee earnings presented in this publication are based on the Australian conceptual framework for measures of employee remuneration. Refer to paragraphs 24 and 25 for further details.

**4** The businesses that contribute to the statistics in this publication are classified:

- by institutional sector, in accordance with the Standard Institutional Sector Classification of Australia (SISCA), which is detailed in Standard Economic Classifications of Australia (SESCA), 2008 (cat. no. 1218.0);
- by industry, in accordance with the Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (Revision 2.0) (cat. no. 1292.0);
- by state and territory; and
- by level of government.

#### REFERENCE PERIOD

**5** Although earnings estimates relate to the full twelve months, employment estimates relate to the last pay period ending in June of the given year. As a result, estimates of wages and salaries per person employed may be affected by any fluctuations in employment during the reference period.

**6** Financial data incorporate all units in scope of the SEE that were in operation at any time during the year.

#### SCOPE AND COVERAGE

**7** All Commonwealth, State and Local government units are represented in this survey except:

- ANZSIC class 6330 **Superannuation funds**;
- ANZSIC class 7552 **Foreign government representation**;
- ANZSIC 9559 **Other interest group services n.e.c.** with SISCA 5000 **Non profit institution serving households**; and
- ANZSIC subdivision 96 **Private households employing staff and undifferentiated goods- and-service-producing activities of households for own use**.

**8** Also excluded are the following employees who are not regarded as employees for the purposes of this survey:

- members of the Australian permanent defence forces;
- employees of overseas embassies, consulates, etc.;
- employees based outside Australia;
- employees on workers' compensation who are not paid through the payroll; and
- directors and office holders of public sector organisations who are not paid a salary.

## **SURVEY METHODOLOGY AND DESIGN**

**9** The SEE uses a sample survey methodology and collects information using on-line web form facilities. Approximately 2,000 public sector employing units, selected from the ABS Business Register, are included in the survey.

**10** The statistical unit for the survey comprises all the activities of a public sector employer in a particular state or territory based on the Australian Business Number (ABN) unit or Type of Activity Unit. Each statistical unit is classified to an industry which reflects the predominant activity of the business. The statistical units are stratified by state, sector, industry and employment size, and within each stratum, statistical units are selected with equal probability.

**11** The sample for SEE, like most ABS business surveys, is selected from the ABSBR which is primarily based on registrations to the Australian Taxation Office's (ATO) Pay-As-You-Go Withholding scheme.

## **STATISTICAL UNITS DEFINED ON THE ABS BUSINESS REGISTER**

**12** The ABSBR is a list of businesses and organisations operating in Australia and is based on the Australian Business Register (ABR). Organisations are included on the ABR when they register for an ABN. The Commonwealth Government requires all government departments and agencies to make use of the ABR to reduce government imposed reporting load, and to use the ABN as the primary reference number for all dealings between government and business. The ABSBR is used to create frames for the various business surveys run by the ABS.

**13** The Economic Units Model is used by the ABS to determine the structure of Australian businesses and other organisations. It is not practicable for the ABS Economic Units Model to be applied to all ABR registrants and is organised into two parts; the profiled population, and the Non-Profiled Population.

**14** The Legal Entity (LE) is an institutional unit covering all the operations in Australia of an entity which possesses some or all of the rights and obligations of individual persons or corporations, or which behaves as such in respect of those matters of concern for economic statistics. Examples of legal entities include companies, partnerships, trusts, sole (business) proprietorships, government departments and statutory authorities. Legal entities are institutional units. In most cases the LE is equivalent to a single ABR registration.

**15** The Enterprise Group (EG) is an institutional unit that covers all the operations within Australia's economic territory of legal entities under common control. Control is defined in Corporations legislation. Majority ownership is not required for control to be exercised.

**16** The TAU comprises one or more Legal Entities, sub-entities or branches of a Legal entity that can report productive and employment activities. TAUs are created if accounts sufficient to approximate Industry Value Added (IVA) are available at the ANZSIC subdivision level.

**17** A Location is a producing unit comprised of a single, unbroken physical area from which an organisation is engaged in productive activity on a relatively permanent basis, or at which the organisation is undertaking capital expenditure with the intention of commencing productive activity on a relatively permanent basis at some time in the future.

**18** For more information please refer to the appendix to the publication Standard Economic Classifications of Australia (SESCA), 2008 (cat. no. 1218.0).

## **Profiled Population**

**19** Businesses and other organisations which are considered sufficiently complex and significant, are profiled by the ABS according to the Economic Units Model. These enterprise groups typically have multiple legal entities and multiple TAUs and are among the largest contributors within industries.

## **Non-Profiled Population**

**20** Businesses and other organisations with less complex structures are regarded as an enterprise group with a single legal entity and a single TAU in accordance with the Economic Units Model. Information for units in the non-profiled population is largely sourced from the ABR.

**21** The two populations are mutually exclusive and cover all organisations in Australia which have registered for an ABN.

## **INPUT INTO THE AUSTRALIAN NATIONAL ACCOUNTS**

**22** Estimates of employee remuneration for the public sector are one of the inputs to the gross domestic product component of the Australian National Accounts, specifically compensation of employees estimates. The private sector component of compensation of employees estimates is provided by the Quarterly Business Indicators Survey which is published in Business Indicators, Australia (cat. no. 5676.0). For further details see Australian System of National Accounts: Concepts, Sources and Methods, Edition 3 (cat. no. 5216.0).

## **COMPARABILITY OF RESULTS**

**23** The SEE was not conducted in respect of 2010-11. The 2010-11 estimates of public sector employment and cash wages and salaries were produced from the Major Labour Costs Survey.

**24** As noted in paragraph 3, estimates of employee earnings from the annual survey have been produced in accordance with the Australian conceptual framework for measures of employee remuneration.

**25** The measure of employee earnings presented for the annual series is 'cash wages and salaries', which is regular and irregular wages and salaries in cash, including amounts salary sacrificed.

**26** Care should also be taken when comparing data for the public sector over time. Estimates of public sector employment and earnings can change over time due to: changes in the sample design; privatisation of public financial and public trading enterprises; changes to machinery of government, especially resulting from a change of government; and other changes to statistical unit structures, including industry classification, resulting from periodic updating of the Profiled population (refer paragraph 19).

**27** Caution should be exercised when comparing estimates of numbers of employees from the SEE with those published monthly in Labour Force, Australia (cat. no. 6202.0) as there are a number of differences between the two collections. The SEE is a business survey that collects information from a sample of employers about their employees, whereas the Labour Force Survey is a household survey that collects information from the occupants of selected dwellings. The two collections use different sample design and survey methodologies and there are differences in scope and coverage. Users are directed to Labour Force, Australia (cat. no. 6202.0) as the primary source for official ABS estimates of employment.

## **REVISIONS**

**28** Estimates for the 2011-12 reference year have been revised since the previous issue of this publication due to correcting errors to previously published data and more recent data becoming available. The revisions are incorporated in this publication.

## ROUNDING

**29** Where figures have been rounded, discrepancies may occur between sums of the component items and totals.

## RELATED PUBLICATIONS

**30** The following publications contain related information:

- **Australian Labour Market Statistics** (cat. no. 6105.0) - issued annually;
- **Average Weekly Earnings, Australia** (cat. no. 6302.0) - issued biannually;
- **Employee Earnings and Hours, Australia** (cat. no. 6306.0) - issued biennially;
- **Information Paper: Changes to ABS Measures of Employee Remuneration** (cat. no. 6313.0) - issued 14 November 2006;
- **Labour Force, Australia** (cat. no. 6202.0) - issued monthly;
- **Wage Price Index, Australia** (cat. no. 6345.0) - issued quarterly;
- **Labour Statistics: Concepts, Sources and Methods, 2013** (cat. no. 6102.0.55.001)
- **Labour Costs, Australia, 2010-11** (cat. no. 6348.0) - issued 07 May 2012.

# Glossary

## GLOSSARY

### **Cash wages and salaries**

Remuneration for time worked or work done and for time not worked, such as recreation and other types of paid leave. Comprises regular and irregular payments, including salary sacrificed amounts. Wages and salaries in cash are gross amounts, that is, before tax and other items are deducted.

### **Commonwealth government**

All departments, agencies and authorities created by, or reporting to, the Commonwealth Parliament. Those bodies run jointly by the Commonwealth government and State governments are classified to Commonwealth.

### **Employees**

Wage and salary earners who received pay for any part of the last pay period ending on or before 30 June, including part-time and casual employees, employees on paid leave, and employees on workers' compensation who continue to be paid through the payroll.

### **Industry**

Industry is classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (cat. no 1292.0).

### **Local government**

Municipalities, shires and other local authorities created by or subject to the provisions of local government legislation, such as county councils in New South Wales.

### **Reference date**

The reference period for the SEE is the year ending 30 June. Employment is reported from providers'

payroll records, for the last pay period ending on or before 30 June. Employees remuneration data are reported on a cash basis from payroll records for payments made during the financial year.

## **State government**

State government departments and authorities created by, or reporting to, state parliaments, including organisations for which the Commonwealth has assumed financial responsibility.

# **Abbreviations**

## **ABBREVIATIONS**

'000	thousand
\$m	million dollars
ABN	Australian Business Number
ABS	Australian Bureau of Statistics
ANZSIC	Australian and New Zealand Standard Industrial Classification
ATO	Australian Taxation Office
SEE	Survey of Employment and Earnings
SISCA	Standard Institutional Sector Classification of Australia
TAU	type of activity unit

# **Quality Declaration - Summary**

## **QUALITY DECLARATION - SUMMARY**

### **INSTITUTIONAL ENVIRONMENT**

For information on the institutional environment of the Australian Bureau of Statistics (ABS), including the legislative obligations of the ABS, financing and governance arrangements, and mechanisms for scrutiny of ABS operations, please see ABS Institutional Environment.

### **RELEVANCE**

Statistics on public sector employees and cash wages and salaries presented in this publication are obtained from the annual Survey of Employment and Earnings (SEE). The SEE is an Australia-wide survey covering a sample of federal, state and local government agencies. Estimates of employee earnings for the public sector are a key input to the gross domestic product component of the Australian National Accounts, specifically compensation of employees estimates. Data are also used by federal and state departments and other analysts to monitor employment and earnings trends in the public sector and to assist in developing and reviewing earnings and labour market policies.

Estimates are available by state/territory, level of government and industry.

### **TIMELINESS**

The reference period for the SEE is the year ending 30 June. Employment is reported from providers' payroll records, for the last pay period ending on or before 30 June. Employees remuneration data are reported on a cash basis from payroll records for payments made during the financial year.

Survey estimates are released approximately six months after the reference period.

## ACCURACY

Information for the SEE is collected via web form questionnaires which are distributed to approximately 2,000 public sector employing units. The population of employers is stratified by state, industry division and employment size to ensure adequate state and industry representation. A minimum response rate of 95% is achieved for the survey as a whole and for each state, sector and industry.

There are two principal sources of error in surveys, sampling error and non-sampling error. Non-sampling error arises from inaccuracies in collecting, recording and processing the data. Every effort is made to minimise non-sampling error by the careful design and testing of questionnaires, detailed checking of the reported data and direct follow up with providers where significant errors are detected.

Sampling error occurs when a sample or subset of the population is surveyed rather than the entire population. One measure of the likely difference resulting from not including all of the population in the survey is given by the standard error. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained if the whole population had been included in the survey.

For the 2012-13 Survey of Employment and Earnings, there was a 97.8% response rate from all businesses that were surveyed and found to be operating during the reference period. Data were imputed for the remaining 2.2% of operating businesses. This imputation contributed 1.0% to the estimates for both employment and cash wages and salaries at the Australia level.

## COHERENCE

The annual SEE series, based on information obtained from a sample survey of public sector employers on the ABS Business Register, was introduced for the 2007-08 financial year. Prior to 2007-08 the survey was undertaken on a quarterly basis. Data for the private sector were collected in the quarterly SEE up to March quarter 2002.

The conceptual basis of employee earnings statistics, produced from the annual SEE and presented in this publication, is based on the Australian conceptual framework for measures of employee remuneration, as described in Information Paper: Changes to ABS Measures of Employee Remuneration, 2006 (cat. no. 6313.0).

The measure of employee earnings presented for the annual series is 'cash wages and salaries', which is regular and irregular wages and salaries in cash, including amounts salary sacrificed.

The SEE uses Australian standard classifications to facilitate data comparability across statistical series. Industry data for 2007-08 onwards are classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (cat. no. 1292.0).

The ABS also implemented improvements to the ABS Business Register commencing with the 2008-09 SEE which enabled the sample size to be decreased. This did, however, result in increased standard errors.

Estimates of public sector employment and earnings can be affected by the following factors over time:

- privatisation of public financial and public trading enterprises
- changes to machinery of government
- other changes to statistical unit structures

Care should therefore be taken when comparing data for the public sector over time.

In addition to the SEE, the ABS conducts a number of other sample surveys of businesses which collect information about employee earnings. These include the Average Weekly Earnings Survey, Survey of Employee Earnings and Hours, Wage Price Index Survey and Major Labour Costs Survey. It is important to note that these surveys have different purposes and that there are differences in the concepts, scope, sample selection and estimation methodologies used.

## INTERPRETABILITY

**Employment and Earnings, Public Sector, Australia** (cat. no. 6248.0.55.002) contains Explanatory Notes, a Glossary and a Technical Note which provide further information about data sources, terminology and other technical aspects of the series

## ACCESSIBILITY

**Employment and Earnings, Public Sector, Australia** (cat. no. 6248.0.55.002) is available electronically from the ABS website and includes a downloadable Excel data file for time series data.

If the information you require is not available as a standard product or service, then ABS Consultancy Services may be able to help you with customised services to suit your needs. Inquiries should be made to the National Information and Referral Service on 1300 135 070. Alternatively, please email [client.services@abs.gov.au](mailto:client.services@abs.gov.au).

## Sampling Error (Technical Note)

### TECHNICAL NOTE SAMPLING ERROR

#### RELIABILITY OF ESTIMATES

**1** As the estimates from the Survey of Employment and Earnings are based on information related to a sample of public sector employers rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the estimates that would have been produced if the information had been obtained from all public sector employers. This difference, called **sampling error**, should not be confused with inaccuracy that may occur because of imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as **non-sampling error** and may occur in any enumeration whether it be a full count or a sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing.

**2** The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the **standard error** which indicates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true value'). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors.

**3** An example of the use of standard error on levels is as follows. If the estimated number of employees was 1,400,000 with a standard error of 3,000, then there would be about two chances in three that a full enumeration would have given a figure in the range 1,397,000 to 1,403,000 and about nineteen chances in twenty that it would be in the range 1,394,000 to 1,406,000.

**4** Another measure of the sampling error (for level estimates only) is the **relative standard error**, which is obtained by expressing the standard error as a percentage of the estimate to which it refers. Level estimates with a relative standard error between 25% and 50%, denoted by an asterisk in this publication, are subject to sampling variability generally considered to be too high for most practical purposes and should be used with caution. Level estimates with a relative standard error of 50% or more, denoted by a double asterisk, are considered to be too unreliable for general use.

**5** The following table shows the standard errors for published estimates for states and territories and level of government for 2012-13. Standard errors for other estimates are available on request.

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#### STANDARD ERRORS, Public sector employees and cash wages and salaries

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	Employees June 2013				Cash wages and salaries 2012-13			
	Commonwealth '000	State '000	Local '000	Total '000	Commonwealth \$m	State \$m	Local \$m	Total \$m
New South Wales	1.5	1.5	2.3	1.6	113.1	134.3	135.3	109.7
Victoria	1.2	4.5	2.2	4.7	90.0	142.1	107.8	85.2
Queensland	1.5	3.0	1.8	1.9	107.2	225.5	109.6	157.7
South Australia	0.7	0.6	0.8	0.3	46.8	52.5	48.0	25.5
Western Australia	0.8	1.9	2.2	0.7	61.7	150.6	118.8	61.8
Tasmania	0.2	0.5	0.6	0.4	15.5	43.7	28.2	24.2
Northern Territory	0.3	0.2	-	0.3	24.3	11.6	-	16.9
Australian Capital Territory	0.9	0.9	..	0.7	92.4	93.3	..	80.1
<b>Australia</b>	<b>2.8</b>	<b>6.0</b>	<b>3.9</b>	<b>5.3</b>	<b>220.6</b>	<b>364.8</b>	<b>214.8</b>	<b>233.2</b>

.. not applicable

- nil or rounded to zero (including null cells)

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